

Goal V: Nurture Diversity of Thought, Culture, Gender, and Ethnicity

The College is committed to creating an environment where diversity is valued and all individuals can fulfill their highest potential. Respect for diversity of thought, culture and all human differences is the cornerstone of all our actions. To implement its mission, the College must model the ways in which diversity, fairness and equity in policies and practices are essential to learning, discovery and engagement.

Objectives

The College will establish structures, implement processes, and focus its resources to:

1. sustain an institutional climate wherein differences are valued,
2. create work and learning environments wherein every person has opportunities to achieve their highest potential, and
3. support an inclusive institution responsive to the needs of all students, staff, faculty and citizens.

Strategies

1. Develop a plan for implementing recommendations of the College of Agriculture Diversity Review and Planning Task Force (April 2003: "Diversity Issues in the College of Agriculture": www.ca.uky.edu).
2. Review and report annually on the progress towards addressing recommendations of the College of Agriculture Diversity Review and Planning Task Force.
3. Establish a network of partners with 1890 land-grant universities for recruitment of students, faculty and staff.
4. Review, evaluate and optimize resources and operations of the Office of Diversity, in support of recruitment and retention.
5. Increase the financial resources committed to recruiting and retaining a diverse student body, faculty and staff, including county agents.

Key Indicators

By 2006 the College will have:

1. Completed favorable USDA-CSREES civil rights reviews as appropriately scheduled.
2. Increased the fraction of minority undergraduate students, graduate students, staff and faculty by 10 percent (e.g., from 5 to 5.5 percent).